

RACISM AND SEXISM

Overview

- Define Racism and Sexism
- Identify factors in development of racism and sexism
- Identify relationship of power bases
- Identify examples of racist and sexist behaviors
- Identify strategies for combating racism and sexism

Racism and Sexism

The transformation of prejudice, based on race or gender through the exercise of power and authority against the group defined as inferior by individuals and institutions or organizations with the intentional or unintentional support of the culture

Factors in Development of Racism and Sexism

- Contact
 - People have migrated from areas to new areas since the beginning of time.
 - These migrations have resulted in many contacts with different culture
- Social Visibility
 - Society likes to categorize things, to include people
 - Easiest way is the physical traits, skin color, eyes
 - Cultural habits what we eat, celebrations
 - It isn't uncommon for people to take the position that "different means wrong"

Factors in Development of Racism and Sexism

- Unequal Power
 - Whoever has the power can control the limited resources and make policies to their standards. The group in control develops a feeling of superiority
- Ethnocentrism
 - Is the belief that one's own ethnic group is superior to all other groups. If this group holds the power (majority) then it can be even more damaging for minorities
- Competition
 - Generally the group with the power gets the bigger piece

Factors in Development of Racism and Sexism

- Stereotypes
 - Once people come in contact with others, they make first impressions, and may develop stereotypes of that group.
 - These stereotypes are learned and maintain prejudice
- Sex-Role Socialization
 - The process by which males and females learn to display appropriate behavior for their sex
 - Historical factor frequently omitted or distorted accomplishments of minorities and females
 - Historians (both sexes) have examined the past through a traditional male perspective

Personal Racist and Sexist Behaviors

- Paternalism
 - Takes the form of acting fatherly or over-protective of someone
 - It may imply that the female can not do her job or survive without the man
- Ignoring - Not giving credibility to what is said by minorities or a female
- Speaking for: - Not letting the person speak for themselves, you just know they can't state what really needs stated so you answer for them

Personal Racist and Sexist Behaviors

- Testimonials - “ I am not prejudice, some of my best friends are black” or women or other minority
- Ethnic, Racist, Sexist Jokes - Continue to reinforce stereotypes
- Frequent Interruptions - Indicates that you don’t take what someone is saying to be important
- Stereotypical Language - “ Women are just too emotional to handle the stress of this environment”

Personal Racist and Sexist Behaviors

- Titles and Ranks
 - Calling women or minorities by their first name and addressing majority (males) by rank
 - Diminishes the importance of those called by first name
- Denying Opportunities
 - Providing beneficial jobs to majority (blatant or indirect)
- Dubious Supervision
 - Focusing on the problems or crimes of a particular group while ignoring the fact the majority may be doing the same things

Personal Racist and Sexist Behaviors

- Reference Groups
 - Groups or associations with like attitudes and like values, KKK, NOI, other fraternal organizations
- Conformity to Norms
 - It's easier to conform to the norms than to challenge an attitude
 - Rewards/punishment
 - People tend to get on the bus

Personal Racist and Sexist Behaviors

- Self-Fulfilling Prophecy
 - Influence the behavior of another person by expressing our expectations of that person
 - If we assume that because someone is a minority, that they can't achieve the same level of competence as the majority, that is exactly what "APPEARS" to happens
- Pro-Sexism/Racism
 - Accommodating sexist/racist behavior by reinforcing it rather than questioning, checking, or opposing it.
 - Not as common today
 - Example: She doesn't want to break a nail, racist jokes about own group

Social Problems Created by Racism and Sexism

- Ineffective use of Abilities - How many more doctor's, scientists, astronauts etc., that we could have without racism/sexism
- Adverse Impact on National Income - Denying people to make money reduces total taxes paid. That purchasing power creates a need for more goods which equates to more jobs.

Social Problems Created by Racism and Sexism

- Deviant Behavior Acted Out
- Inner group Tensions in Community
- Adverse Impact on U.S. in World Affairs - How can America criticize or sanction another country for Human Rights Violations, when the same thing is happening in our country

Strategies for Combating Racism and Sexism

- Awareness
 - Nothing is likely to totally eradicate racism and sexism
 - We must be aware that the potential for both exist
 - Make a conscious effort to look for these problems
- Education
 - People must recognize behaviors related to racism and sexism
 - Reflect and check on their own behaviors and attitudes

Strategies for Combating Racism and Sexism

- Legislation
 - Laws of the land
 - Unit policies and standards
 - Make it known that we don't except that behavior
- Participation
 - Taking part in activities in which you would mix with other cultures and races
- Self-Analyze
 - One of the hardest things to do is, "Be Honest with Yourself"
 - Acknowledge that we harbor feeling about other groups
 - Figure out how to overcome these attitudes and beliefs

Strategies for Combating Racism and Sexism

- Acknowledge and Understand Differences
 - Different does not mean BAD
 - Simply accept that we are different
 - Look for similarities rather than differences
- Commander's Responsibilities
 - Commander is responsible for the EO program
 - Commanders need to know of incidents of racism and sexism in order to take action

Summary

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- Addressed strategies for combating racism and sexism